

A Crew turns a crowd into a community

VOUS CREW HAND BOOK

*Crew Essentials
Volume #2
2019 Revision*

VOUS

Hey Crew Leader,

While salvation happens in a moment, we believe that

genuine and lasting life change happens in the context of

Thank you for taking on the responsibility of

relationships over time. No man (or woman) is an island.

leading a Crew at VOUS Church.

We need each other!

CHANGE HAPPENS IN THE CONTEXT OF RELATIONSHIPS

Your leadership is creating an opportunity for those around you not only to encounter God but also to form authentic relationships with other people on the journey of faith.

A Crew turns a crowd into a community!

We can't thank you enough for your commitment to investing in others and building the Church.

The best is in front of us!

We love you,
Rich & DC

VOUS VALUES

Jesus: Is Our Message

The purpose of VOUS Church is to share the hope of Jesus. Jesus is our message. We are Jesus people, not religious people. Methods will come and go, yet our message will remain the same.

People: Are Our Heart

Our heart is for ALL people. All people are loved by Jesus. We make no apologies for being specifically focused on reaching those far away from God. We desire to bring the broken home at all costs. We believe that our light is best seen in the night.

Generosity: Is Our privilege

Generosity is about giving more than what is required. We see generosity as a privilege. We're generous with our time, talents and treasure. We go first in our giving. God has given richly towards us, it's our honor to give back to Him.

Excellence: Is Our Spirit

We are going to always do the best with what we have. We're on time, engaged and prepared. We don't do things half way. If we're gonna do it, it's to the best of our ability.

Servant Leadership: Is Our Identity

If you're too big to serve then you are too small to lead. We believe the greatest leadership is service to others. Every leader is a servant first. From the parking lot to the pulpit, everyone serves. Every role is different but they are all important. If you ain't helping, you ain't helping!

Honor: Is Our Calling

We are vocal with our honor, meaning we are not stingy with our words. We submit to leadership and are thankful for spiritual authority. We choose joyfully to submit to those God has placed over us. We honor and care for those God has placed under us.

Passion: Is Our Pursuit

Everything we do, we do it with passion. From our worship to our service we do it with Holy Spirit energy. Passion drives us. Passion for Jesus. Passion for people. Passion for His church.

VOUS CHURCH COVENANT

Having received Christ as my Lord and Savior and being in agreement with the values and ideas presented in Growth Track *stepTwo*, I now feel led by the Holy Spirit to unite with the VOUS Church family. In doing so, I commit myself to God and to the other members to do the following:

#1 - I WILL PROTECT THE UNITY OF OUR CHURCH.

By acting in love toward other members.

By refusing to gossip.

By following the leaders.

“So let us concentrate on the things which make for harmony, and on the growth of our fellowship together.”
Romans 14:19 (Ph)

“Live in complete harmony with each other - each with the attitude of Christ toward each other.” Romans 15:5 (LB)

“Have a sincere love for other believers, love one another earnestly with all your heart.” 1 Peter 1:22 (GN)

“Do not let any unwholesome talk come out of your mouths, but only what is helpful for building others up according to their needs.” Ephesians 4:29

#2 – I WILL SHARE THE RESPONSIBILITY OF OUR CHURCH.

By praying for its growth.

By inviting the unchurched to attend.

By warmly welcoming those who visit.

“To the church...we always thank God for all of you and continually mention you in our prayers.”

1 Thessalonians 1:1-2

“Go out into the country...and urge anyone you find to come in, so that the house will be full.”

Luke 14:23 (LB)

“So, warmly welcome each other into the church, just as Christ has warmly welcomed you; then God will be glorified.” Romans 15:7 (LB)

#3 – I WILL SERVE THE MINISTRY OF OUR CHURCH.

By discovering my gifts and talents.

By being equipped to serve by my pastors.

By developing a servant's heart.

“Serve one another with the particular gifts God has given each of you.” 1 Peter 4:10 (Ph)

“God gave...some to be pastors and teachers to prepare God's people for works of ministry, so that the body of Christ may be built up.” Ephesians 4:11-12

“Each of you should look not only to your own interests, but also to the interests of others. Your attitude should be the same as that of Christ Jesus...by taking on the very nature of a servant.” Philippians 2:4-5, 7 (NIV 1984)

#4 – I WILL SUPPORT THE TESTIMONY OF OUR CHURCH.

By attending church and VOUS Crews faithfully.

By living a godly life.

By giving regularly.

“They devoted themselves to the apostles’ teaching and to fellowship, to the breaking of bread and to prayer.”

Acts 2:42

“Let us not give up meeting together...but let us encourage one another.” Hebrews 10:25

“But whatever happens, make sure that your everyday life is worthy of the Gospel of Christ.” Philippians 1:27 (Ph)

“Each one of you, on the first day of each week, should set aside a specific sum of money in proportion to what you have earned and use it for the offering.”

1 Corinthians 16:2 (LB)

“A tenth of all you produce is the Lord’s, and it is holy.” Leviticus 27:30

VOUS CHURCH COVENANT

I WILL PROTECT
THE UNITY OF OUR CHURCH.

I WILL SHARE
THE RESPONSIBILITY OF OUR CHURCH.

I WILL SERVE
THE MINISTRY OF OUR CHURCH.

I WILL SUPPORT
THE TESTIMONY OF OUR CHURCH.



VOUS CREWS

VOUS Crews are small gatherings of 10-15 people who meet at different cafes, restaurants, and lounges all over Miami and beyond to hang, eat, and talk about life.

They're where we pray for each other and support one another. God designed us for relationship! We believe it is through the connections made in small groups that God will help us to grow.

FREEDOM IS FOUND IN THE CONTEXT OF COMMUNITY

Real life change happens in the context of authentic relationships, which is why we are a church made up of small groups. In the Bible, they worshiped in the temple, but personal ministry happened "house to house."

"You know that I have not hesitated to preach anything that would be helpful to you but have taught you publicly and from house to house." Acts 20:20

WHY ARE VOUS CREWS IMPORTANT?

Crews provide opportunities for:

1. Bible Study

I need people to strengthen and balance the Word of God in my life.

2. Fellowship

I need people who really know me.

3. Prayer

I need people to pray for me personally.

4. Support

I need people who will protect me.

5. Outreach

I need people with whom I can share my story.

VOUS CREWS PROVIDE THREE THINGS

1. *A place to connect.*

“...yes, whatever a person is like, I try to find common ground with him so he will let me tell him about Christ and let Christ save him.” 1 Corinthians 9:22 (LB)

2. *A place to protect.*

“We know what real love is because Christ gave up His life for us. And so we also ought to give up our lives for our Christian brothers and sisters.” 1 John 3:16 (NLT)

3. *A place to grow.*

“As iron sharpens iron, so one person sharpens another.” Proverbs 27:17

“You know that I have not hesitated to preach anything that would be helpful to you but have taught you publicly and from house to house.” Acts 20:20

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6 THINGS EVERY CREW LEADER SHOULD DO

#1 - PRAY FOR YOUR CREW

One of the most powerful things you can do for the people in your Crew is to pray for them consistently. Pray for the health of your Crew. Pray for your Crew members and leaders in your Crew. We believe that, as we pray, our Crews will remain healthy and continue to grow.

#2 - CREATE MEMORABLE MOMENTS

Crew gatherings shouldn't be formulaic or repetitive. Stick to the structure, but create opportunities for fun and spontaneity. Create moments during Crew, and be intentional about getting to know people in your Crew and spending time with them outside of Crew.

#3 – CONTACT YOUR CREW WEEKLY

Maintaining weekly contact as a Crew leader is essential as we are continuously pastoring and discipling people. Making calls, sending texts, and setting aside time to connect with people outside of Crew is when real discipleship and growth take place.

#4 – ENCOURAGE SPIRITUAL GROWTH

Part of our role as Crew leaders is to constantly encourage spiritual growth. Healthy things tend to grow and the way that we remain healthy is by ensuring that we are spiritually fed and that we are exercising our faith. As leaders, we must model and bring others along on the journey of spiritual growth.

#5 – CELEBRATE SPECIAL OCCASIONS

Everyone likes to be celebrated! Take some time out of Crew to celebrate special moments like birthdays, anniversaries, engagements, new jobs, new babies, first-time attenders. There's always a reason to celebrate! As we celebrate people, we show that we value those around us.

#6 – CONNECT THEM TO CHURCH LIFE

From Growth Track to baptism to serving and everything in between, it is our vision to see each individual in a VOUS Crew connected to the life of church. As a Crew leader, continue to guide, lead, and model how this looks for those in your Crew.

*4 Things That Should Be
Produced Through Your Crew*

CREW CONSTRUCTION

VOUS CHURCH

COMMUNITY

If you know the why, you can appreciate the work.

CROWD

If you know the why, you can appreciate the work.

CONTEXT

If you know the why, you can appreciate the work.

CHARACTER

VOUS CHURCH

#1 - COMMUNITY

- Commitment lasts better in community.
- You can't do life with everyone, but we can create a world where everyone has someone to do life with.
- You have to give what you want to get.

#2 - CROWD

- Our Crews don't exist without our church.
- The bigger the crowd, the bigger the net.
- The bigger the net, the bigger the catch.

#3 - CONTEXT

- Our Crews are to help put our church into context.
- People see a scene. Fill in the gaps of the bigger story.
- Model the spirit of the house.

#4 - CHARACTER

- We are called to develop people.
- Our community should be shaping and developing men and women of character, integrity, and honor.
- The process of sharpening can be painful, yet the purpose of being sharp is to be more useful.

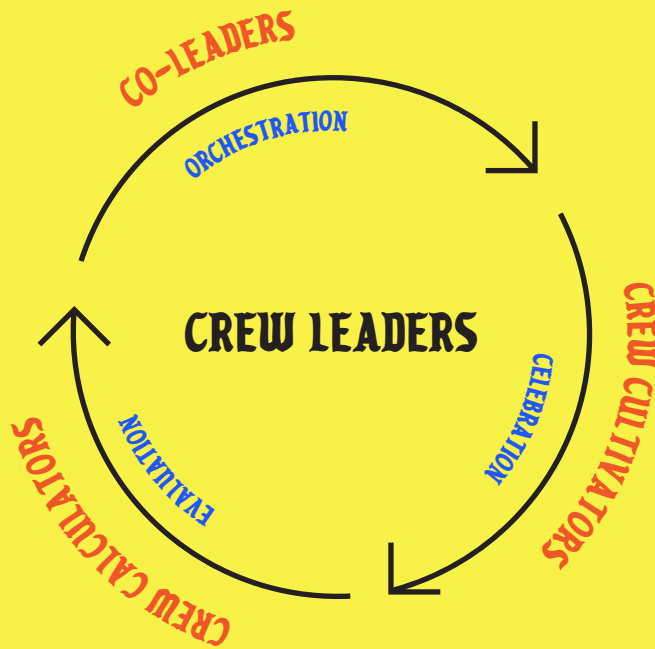
BUILDING BLOCKS OF A CREW

1. Crew Leader
2. Co-Leader
3. Crew Cultivator
4. Crew Calculator

IF YOU DON'T
KNOW ~~WHY~~
IT'S WORKING
WHEN IT'S
WORKING,

YOU WON'T
KNOW HOW
TO FIX IT
WHEN IT
BREAKS.

BUILDING BLOCKS



Each week, the team should SWOT.
Evaluate:

*Strengths, Weaknesses, Opportunities,
and Threats*

Crew Leader

Oversees the whole process.

Co-Leader

Supports the leader. **FOCUS: Orchestration**

Crew Cultivator

Sets the vibe, shares stories. **FOCUS: Celebration**

Crew Calculator

Collects data in real time (CCB). **FOCUS: Evaluation**

Orientation

This is who we are.

Orchestration

This is how we do it here.

Celebration

Based on stories. What impact are we having?

Evaluation

Based on values. Numbers, data. Is it working?

CREW LEADERS

Each Crew will have two Crew leaders. Crew leaders will oversee the whole process of a Crew from how the night should be run to ensuring that everyone gets connected with during the off week. They will build and develop leaders within their Crew and encourage others to do the same.

CO-LEADERS

Each Crew will have two co-leaders. The co-leader's focus should be on orchestration, the process of how we do Crew and planning behind it. Just as a conductor orchestrates a band with many pieces, leaders and co-leaders do the same to achieve the greatest desired outcome.

CREW CULTIVATORS

Everyone likes to attend a good Crew. All good Crews have one thing in common and that's that they are fun to attend. A Crew cultivator is one who sets the vibe and whose main focus is celebration. They find stories of life change and encouragement. They oversee the praise and prayer time of Crew and come with an exciting ice breaker each week.

CREW CALCULATORS

In order to determine if your Crew is making the appropriate strides, evaluation must take place. Crew calculators oversee all numbers and data. Having the appropriate data will tell us if what we are doing is working. Collecting names, phone numbers, email addresses and attendance for the night and placing them into CCB in real time (Crew night) goes a long way in our evaluation process.

*Facilitate A Good
Crew Discussion*

CREW DISCUSSION

GOOD CULTURAL COMMENTS

- We Believe a Crew builds a Crowd
- We're not a church with small groups, we are a church of small groups
- Crews turn a Crowd into a community
- We're doing life together
- More is caught than taught
- We're blessed to be a part
- We don't have to be here, we get to be here

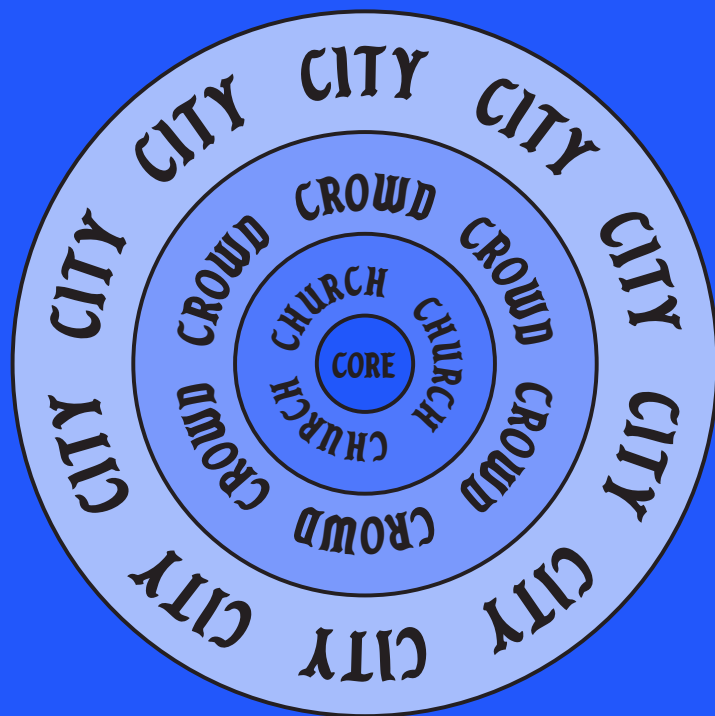
POOR CULTURAL COMMENTS

- Don't say... "Your Church." It's... "Our Church"
- "We don't go deep enough." (this is always a subjective statement that stems typically from a critical spirit)
- Church takes up so much time
- I have to be here otherwise I will get in trouble

TIPS TO FACILITATE A GOOD CREW DISCUSSION

- Ask open-ended questions to encourage full participation.
- Avoid doing all the talking! A good guideline is the "30-70" rule. Approximately 70% of the speaking should be from members and 30% from the leader.
- Keep the discussion positive and discourage a critical spirit amongst your group.
- Carefully lead the discussion back to the topic when tangents occur. Where sensitive issues or complex questions arise in your group, follow up one-on-one after the meeting.

4 REALMS OF INFLUENCE



CITY: PEOPLE IN MIAMI

We Go To Them

- How do we influence? We encourage them.
- The city is not going to come to us.
- This is full of inconvenience, sacrifice, and service.

Q: What relationships do you have outside of church?

CROWD: PEOPLE IN CHURCH

They Come To Us

- How do we influence? We model it for them.
- Don't just describe it, demonstrate it.
- We let our actions speak louder than our words.

Q: Does what you do reflect what you believe and value?

CHURCH: PEOPLE ON TEAM

We Go Together

- How do we influence? We coach them.
- Coaching is celebrating and correcting.
- Learn what people need so you can help them grow.

Q: Are you having developmental conversations with those you lead?

CORE: BUILDING BLOCKS

They Take You Further

- How do we influence? We hold them accountable.
- These are the relationships with the greatest investment and the greatest return.
- The Core builds the Church, the Church impacts the Crowd, the Crowd reaches the City.

Q: Do you have strong Building Blocks in place?

WHAT IS THE PATH TO PROGRESS?

GET THE **CITY** TO THE **CROWD**

GET THE **CROWD** TO THE **CHURCH**

GET THE **CHURCH** TO THE **CORE**

EVER THOUGHT ABOUT LEADING A CREW?

Crew Leaders encourage and challenge people to take the next step on their journey of faith.

ASK YOURSELF

- Have you graduated the Growth Track?
- Which team do you actively serve on?
- What building block position are you currently in?
- Do you attend Crew consistently?
- Have you ever led a discussion at Crew?
- Are you committed to growing in your faith?

THE LEADER'S ROLE

Our roles as Crew leaders is to encourage and challenge people to take the next step in their faith journey:

- Have they completed Growth Track?
- Have they been water baptized?
- Have they started serving?

THANKS
FOR ALL
YOU DO!

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The best is yet to come